

DIVERSITY COUNCIL MINUTES:

August 26, 2009

This special meeting of the Diversity Council – a strategic planning session/retreat – was held on Wednesday, August 26, 2009, in the Grant Room, located on the lower level of the Jessie Parker Building in Des Moines, Iowa. The meeting was called to order by Chair Preston Daniels at 8:25 a.m.

MEMBERS PRESENT

Nancy Berggren, Department of Administrative Services – Human Resources Enterprise (DAS-HRE)
Preston Daniels, Department of Human Rights (DHR), Chair
Renee Hardman, Bankers Trust, Co-Chair
Shirley Hicks, Iowa School for the Deaf, Retired
Reginald Jackson, Wells Fargo Bank, N.A.
Robin Jenkins, DAS-HRE
Alba Perez, Greater Des Moines Partnership
Ralph Rosenberg, Iowa Civil Rights Commission
Jonathan Thorup, Department of Public Safety
Miriam Tyson, Iowa Department of Economic Development
Ray Walton, Department of Administrative Services (DAS)
Stephen Wooderson, Iowa Vocational Rehabilitation Services (IVRS)

MEMBERS ABSENT

Jim Larew, Governor's Office (IGOV)
Dinh VanLo, Tai Village, Inc.

DESIGNEE Syeta Glanton, IGOV, for Jim Larew

OTHER ATTENDEES

Phyllis Blood, DHR, Facilitator
Kathryn Baumann-Reese, DHR, Facilitator
Susan Churchill, DAS-HRE, responsible for taking meeting minutes
Susan Hardine, Deaf Action Center, Interpreter
Kumari Henry, Diversity Leadership Consultant
Heather Kindt, Deaf Action Center, Interpreter
Jay Walton, DHR
Bill West, DAS-HRE
Brian Wood, Concerned Citizen

AGENDA ITEMS

- I. Welcome/Opening Remarks
 - A. Preston Daniels stated that the purpose of today's strategic planning meeting is to determine the direction the Council should take moving forward and to think about the make-up of the Council and its meeting schedule.
 - B. Renee Hardman stated that the Council needs to be "impactful" and make a difference.
 - C. Ray Walton stated that the Department of Administrative Services (DAS) is looking for a Chief Financial Officer and any interested individuals should apply with DAS.
- II. Review of Completed Activities
 - A. After listing all of the Council's activities, members divided their accomplishments into two categories:
 1. Activities that are completed and no follow up is required.
 2. Activities that require more work.
 - B. The Council discussed the positive changes that have been made in state government as a result of its work.
- III. Lunch Break
- IV. Discussion on Meeting Diversity Goals
 - A. After examining all of the activities that the Council wants to accomplish, it selected its top five priorities moving forward.
 1. *Training* – continue diversity training and encourage individual departments to do more on their own to promote diversity.
 2. *Accountability* – determine how to make departments accountable for diversity and decide what data and measures should be used to determine outcomes.
 3. *Diversity Plans* – work with departments to increase the quality of their annual Diversity Plans and encourage directors to be accountable for diversity progress in their departments.
 4. *Communicating with the Public* – educate the public on the mission, role, and activities of the Council.
 5. *Organization of the Council* –review Council membership; establish lines of communication between the Council and the Government with regard to recommendations; and create a mission statement on diversity for all of state government.
 - B. After selecting its top five priorities, the Council discussed barriers to achieving these goals.
- V. Next Steps
 - A. Before the September 10 regular, monthly meeting, Council Members will come up with three ideas on how to interweave diversity as part of state government culture and email their ideas to DAS.
 - B. DAS will compile a matrix of all the ideas.
 - C. At the September 10 meeting, Council Members will group the ideas into their top five priorities (listed above) and assign them to subcommittees to address.

AGENDA ITEMS FOR NEXT MEETING

- I. New Business
- II. Discussion of Strategic Goals
- III. Public Comment

ADJOURNMENT

Meeting adjourned at 3:55 p.m. The next regular meeting will be held on September 10, 2009, from 2:30 p.m. – 4:30 p.m. in the Knudsen Training Room, located on the first floor of the Jessie Parker Building, 510 East 12th Street, Des Moines, IA.